

August 22, 2019
Health Care Policy & Financing
303 East 17th Avenue, Denver,
11th Floor Conference Room



Welcome and Introductions





Business Meeting



Business Meeting

Review Meeting Objectives

Approve June 27, 2019 Meeting Minutes



Department Updates



Department + Legislative Updates

- Colorado Department of Health Care Policy and Financing (Rachel Reiter)
- Colorado Department of Human Service, Office of Early Childhood Updates (Mary Anne Snyder)
 - o Preschool Development Grant Updates
 - o Senate Bill 19-063 Updates
- Colorado Department of Public Health and Environment (Carrie Cortiglio)
- Colorado Department of Higher Education (Angie Paccione)
- Colorado Department of Education (Melissa Colsman)



Early Childhood & School Readiness Legislative Commission Kristina Heyl



EARLY CHILDHOOD & SCHOOL READINESS LEGISLATIVE COMMISSION

Sen. Tammy Story, Chair Sen. Owen Hill Sen. Brittany Pettersen Rep. Jim Wilson Rep. Julie McCluskie Rep. Emily Sirota

July 23, August 28, Sept 18, Oct 30

Update on Colorado Preschool Program (CPP), Early Childhood At-Risk Enhancement (ECARE) Distribution and Full-Day Kindergarten Funding Implementation Anji Gallanos and Heidi McCaslin, CDE



Full Day Kindergarten

Early Childhood Leadership Commission

August 22, 2019

Key Points



- Preschool through 3rd Grade Office
- Full Day Kindergarten Roll Out
- Implementing Full Day Kindergarten
- Transition of ECARE positions to Preschool Positions
- Estimation of Unmet Need in Colorado





Preschool through 3rd Grade Strong Foundations





Implement Full-Day Kindergarten



Promote and Develop High-Quality, Evidence-Based Early Learning and Literacy Strategies

Expand Professional Training

Strengthen Partnerships



Full-Day Kindergarten





HB 19-1262

- Requires each local board of education, not currently offering kindergarten to submit a plan addressing how it could phase in full-day kindergarten.
- Plans allowed CDE to assess needs across the state.





HB 19-1055

- Provided \$25 million in formula-based grants to assist with acquiring furniture, fixtures or equipment for full-day kindergarten or preschool.
- Disallowed use of ECARE for full-day kindergarten which resulted in diversion of those funds/positions to at-risk preschoolers.

FOUNDATIONS



Implementation



- 97% of the 13,324 students enrolled in half-day programs last year will be in full-day programs this year.
- That's 414 schools moving to full-day kindergarten in the coming year.





District Supports

- Survey regarding Full Day K implementation-School Finance
- Transition support from Regional Preschool Specialists
- New position created at CDE for Kindergarten Support
- Partnership with the National P-3 Center Full Day K Academies.
- Listening session for district leaders-CASE
- Ongoing webinars for the School Readiness Assessment







Transition of ECARE Kindergarten positions to Preschool





ECARE through the Years



- ECARE used to provide funding to districts for *either* preschool, or for stacking with part-day kindergarten to fund a full-day of kindergarten.
- Of the **9200** ECARE positions in the 2018-19 school year, **3,961** (approximately **43** percent) were used for preschool, either for additional half-day positions or combined to make full-day positions.
- Since the inception of the ECARE program, the percent of ECARE positions used for full-day kindergarten has ranged from **51.6** to **69.8** percent.



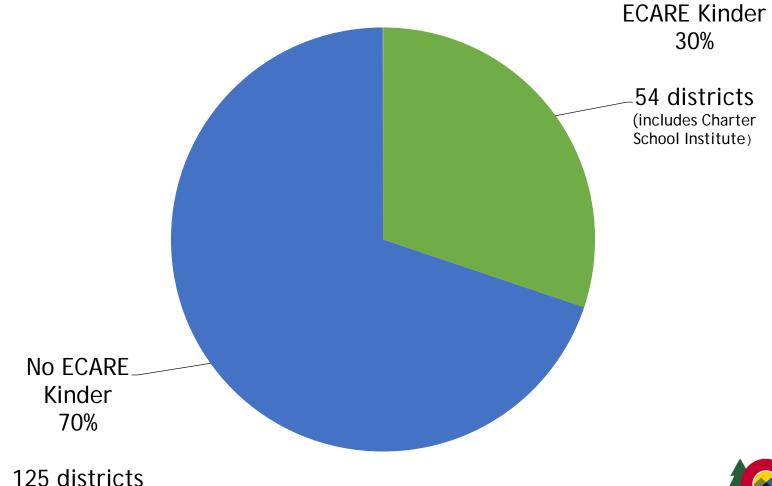
CPP/ECARE Expansion as a result of Full Day Kindergarten

- Over 5,100 ECARE positions were allocated to districts to fund the second half of a kindergarten day.
- With the passage of the full-day kindergarten funds, all ECARE positions have been diverted to preschool.





Districts Utilizing ECARE in Kindergarten in 2018-19 (and prior years)



ECARE Positions Diverted to Preschool

- Districts that used ECARE in Kindergarten had "first right of refusal" to re-purpose the positions for at-risk preschoolers
- Districts were required to submit a plan/request in mid-May as a part of their CPP Annual Report to indicate:
 - If they expect to use all of their ECARE positions in preschool,
 - The number they are turning back for reallocation, or
 - The number they wanted to request from other districts



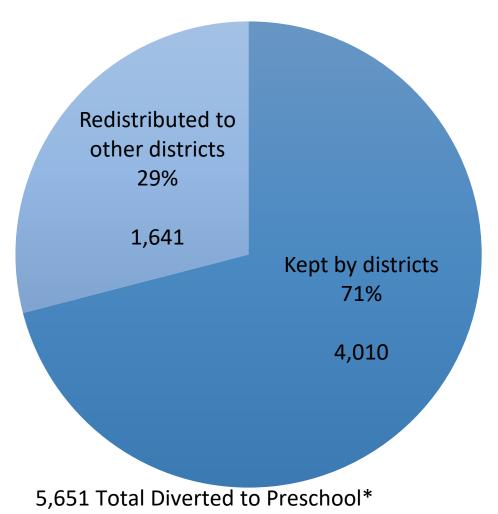
Reasons for returning positions

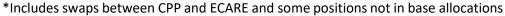
- Reasons for returning ECARE positions:
 - Need to develop new partnerships with community providers,
 - Lack of physical space to add preschool classrooms,
 - Inability to serve additional eligible children (already serving most atrisk students or families unable to access part day-programs),
 - Lack of time to adequately prepare for expansion (recruiting teachers, licensing classrooms, etc.)





CPP ECARE Positions Diverted to Preschool from Kindergarten for 2019-20 School Year









Colorado Preschool Program





Colorado Preschool Program Unmet Need

Total potential 3 & 4 year olds at-risk eligible	76,410
Estimated number of 4's	38,205
# CPP Positions 18/19	-29,360
Estimated unserved 4's	8,845



1

Kindergartners who participated in CPP for half and full day preschool were less likely to be identified with significant reading deficiency than their peers who did not participate.

2

Children funded through CPP are less likely to be retained during the K-3 experience than their like peers.

3

Children funded through CPP have better on-time graduation outcomes than their peers.





Kindergarten School Readiness Assessments





School Readiness Assessments

 These assessments must be research-based, recognized nationwide as reliable instruments for measuring school readiness, and suitable for determining the instruction and interventions students need to improve his/her readiness to succeed in school. Section 22-7-1004 (2)(a).



School Readiness Assessments

- Each approved kindergarten school readiness assessment provides information on whether a kindergartner is meeting entry expectations in each of the required school readiness domains:
 - physical well-being and motor development
 - social and emotional development
 - language and comprehension development
 - cognition
 - math
 - literacy



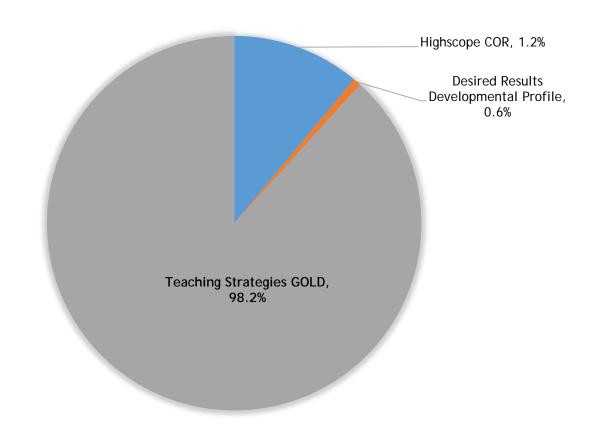
School Readiness Assessments Menu

- The Colorado State Board of Education has approved three kindergarten school readiness assessment tools:
- Desired Results Developmental Profile for Kindergarten (DRDP-K),
- HighScope Child Observation Record (COR) for Kindergarten, and
- Teaching Strategies GOLD®.
- North Carolina KEA NEW



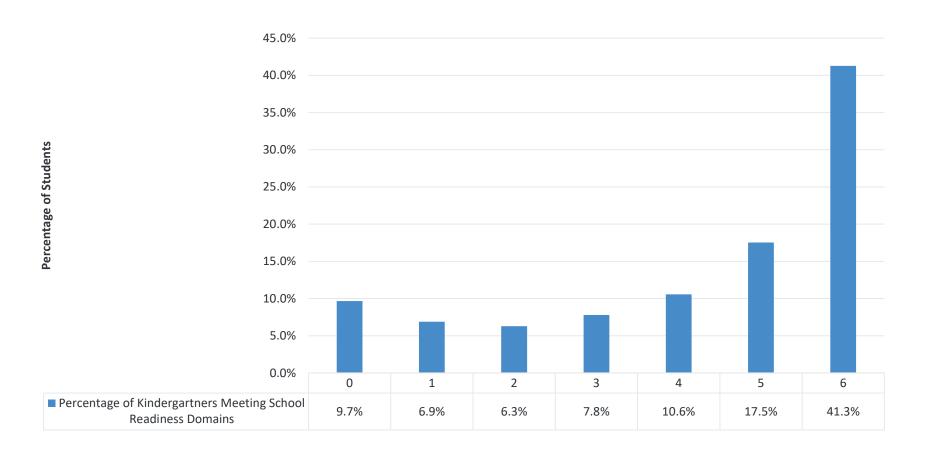
KSR Assessments Used in Colorado







Percentage of Colorado Kindergarteners Meeting School Readiness Domains







Questions??





Contact Information



- Anji Gallanos, P-3 Office Director
- Email: Gallanos A@cde.state.co.us
- Heidi McCaslin, Preschool Program Director
- Email: mccaslin h@cde.state.co.us





Overview of Immunization Requirements and Current Data Diana Herrero & Heather Roth, CDPHE



Overview of Immunization Requirements and Current Data



Outline

- Immunization Branch Overview
- Colorado Immunization Requirements
- •2018-19 Child Care Immunization Data
- Wildly Important Goal Increasing MMR Rate
- How ECLC Can Help



Immunization Branch Overview

- Operates within the Disease Control and Environmental Epidemiology Division at CDPHE
- Works to reduce vaccine-preventable diseases by developing and implementing programs designed to positively influence the uptake of immunizations across the lifespan
- Funds local public health agencies to provide immunization services
- Two major programs and five work units



Major Program: Vaccines for Children (VFC)

- •Federally-funded program that provides vaccines at low or no cost to children who might not be vaccinated because of inability to pay
- Approximately 560 enrolled providers in Colorado
- Distribution and accountability of vaccines valued at more than \$55 million annually
- Eligibility criteria (0-18 year olds):
 - Uninsured
 - Medicaid-enrolled or Medicaid-eligible
 - American Indian or Alaskan Native
 - Underinsured



Major Program: Colorado Immunization Information System (CIIS)

- Confidential, secure computerized system that collects and consolidates individual-level vaccination and exemption data for Coloradans of all ages from a variety of sources
- Provides real-time clinical decision support to health care providers at the point of care about which vaccine(s) an individual needs
- Lifelong, opt-out option for individuals
- Voluntary reporting for providers



CIIS - By the Numbers

Total Patients: 6.3 million

• 0-18 year olds: 1,790,685 (28%)

• 19+ year olds: 4,565,703 (72%)

Total Vaccinations: 71.2 million

• 0-18 year olds: 37,161,695 (52%)

• 19+ year olds: 34,065,173 (48%)

Active Online Users: 5,428 (July 2019)

Total Opt-Outs: 2,371



Colorado Child Care Immunization Requirements

Colorado law (Board of Health rule 6 CCR 1009-2) requires all students attending schools and licensed child cares to be vaccinated against certain diseases, unless an exemption is filed.

Vaccines required for child care entry:

- Hepatitis B
- Diphtheria, tetanus, pertussis (DTaP)
- Haemophilus influenzae type b (Hib)
- Inactivated polio (IPV)
- Pneumococcal conjugate (PCV13) or polysaccharide (PPSV23)
- Measles, mumps, rubella (MMR)
- Varicella (chickenpox)



Child Care Immunization Chart

Age of Child	# of required doses DTaP or DTP Diphtheria, Tetanus and Pertussis	# of required doses IPV Polio	# of required doses MMR Measles, Mumps and Rubella	# of required doses Hib Haemophilus influenzae type b	# of required doses Hep B Hepatitis B	# of required doses Varicella Chickenpox	# of required doses PCV13 Pneumococcal Disease
By 1 mo.			-		145		
By 3 mos.	1	1	-	1	2≜	-	1~
By 5 mos.	2	2	-	2	2≜		2~
By 7 mos.	3	2		3/2♥	2₺		3/2~
By 16 mos.	3	2	1+	4/3/2/1♥	2≜	1*	4/3/2~
By 19 mos.	4	3	1	4/3/2/1♥	3₺	1	4/3/2~
By 2 years	4	3	1	4/3/2/1♥	3 ∕≏	1	4/3/2/1~
By K Entry	5/4♦	4/3.	2		3≜	2	-



Vaccine Exemptions

Colorado allows the following types of vaccine exemptions:

- Medical
- Non-medical (personal belief or religious)

Medical exemptions only need to be submitted once, unless the student's information or school changes.

Parents of students in child care or preschool must submit non-medical exemptions at each age when vaccines are due:

2 months, 4 months, 6 months, 12 months and 18 months of age.



Annual Reporting Requirement

Colorado Board of Health rule 6 CCR 1009-2 requires most schools and licensed child cares to report aggregate immunization and exemption data to CDPHE annually by December 1st.

Who must report: Public, private and parochial schools with grades K- 12, as well as child care centers, preschools and Head Start programs licensed by the Colorado Department of Human Services to provide care for 10 or more children.

Who does not need to report: School-age child care centers, family child care homes, drop-in centers, day treatment centers, foster care homes, day camps, resident camps and online-only K-12 schools.



2018-19 Child Care and Preschool Data

CDPHE collected aggregate, de-identified immunization and exemption data from:

1,506* child care and preschool facilities

representing more than

92,000 children

*74.5% of facilities required to report



Demo of COVaxRates.org



Strategic Priority - Our Wildly Important Goal

Reverse the downward trend and increase the percent of kindergartners protected against measles, mumps and rubella from 87.4% to 90% (1,669 more kids) by June 30, 2020 and increase to 95% by June 30, 2023.



Executive Order B 2019 006

Immediate Support for Programs and Policies to Increase State Immunization Rates

- Determine root causes of low rates and identify local strategies.
- Standardized exemption forms.
- Public education and outreach.
- Potential public health detailing



How ECLC Can Help

Children are due for their 2nd dose of MMR vaccine at age 4, when they are still enrolled in child care or preschool.

Ideally, children would receive this 2nd dose of MMR vaccine prior to starting kindergarten.



Encourage Partners to Take a Few Simple Steps

- Talk to parents
 - Make vaccination the easy choice
 - Offer information to parents about convenient places to get vaccinated
- Follow school immunization law
 - Child cares and preschools are required to have an upto-date certificate of immunization, exemption or inprocess plan on file for each enrolled student
- Report and publicize child care data
 - Remind child cares and preschools of annual reporting requirement



Share the Following Tools with Partners

- COVaxRecords.org directs people on how to request vaccination records for their children.
- COVaxRates.org makes it easy for parents to look up vaccination and exemption rates for child cares so they can make the best decision for their children.
- •SpreadTheVaxFacts.com guides people through information about vaccines with advice from Colorado doctors who are also parents.
- •COVax4Kids.org helps people find out if their kids are eligible for low or no-cost vaccines and helps them find a provider who gives them.



Questions?

Heather Roth heather.roth@state.co.us





Updates from the Governor's Office Scott Groginsky





Public Comment & Commissioner Updates



Public Comment

- Each speaker may take up to five (5) minutes to make his or her comments. This time constraint may be modified by the ECLC Co-chairs.
- Any opinions, advice, statements, services, offers, or other information or content expressed or made available by stakeholders or members of the public during public comment does not constitute or imply its endorsement, recommendation, or favoring by the ECLC.

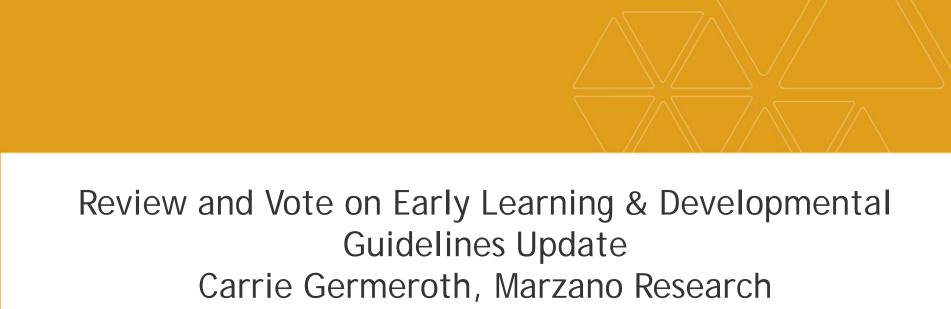


Subcommittee Updates



Subcommittee Updates

- Program Quality and Alignment Subcommittee
- Data Subcommittee
- Communications Subcommittee



Colorado Early Learning and Development Guidelines (ELDGs) Update

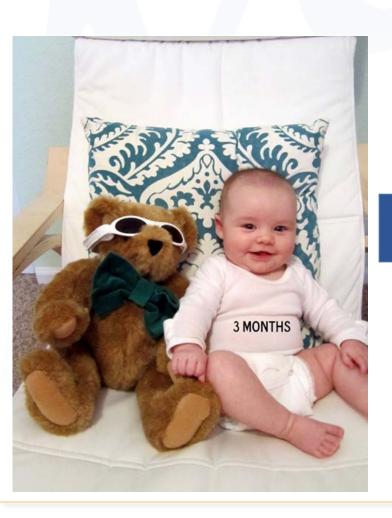
Early Childhood Leadership Commission

Carrie Germeroth

August 22, 2019



A brief history...



2012-2019





Purpose of the CO ELDGs Update

 This update is only one component of Colorado's plan to promote and increase parent and caregiver involvement in the development of their children and their transitions throughout early childhood under the PDG.

 The intent was to enhance the already well-received 2011 ELDGs with updates from research, transition supports, and bring them into alignment with the 2020 CAS and 2015 ELOF.



Updates Incorporate Stakeholder Feedback

- Feedback was incorporated throughout the update from multiple sources.
 - 1. Small group advisory of subject matter experts
 - 3 meetings and electronic communications between meetings
 - 2. PQA members
 - 2 meetings to collect input



1. Research-based updates

- Early Brain Development
- Language Development
- Physical Health and Development
- Play
- Role of Interaction in Development
- Social Emotional Development





2. ELDG and ELOF alignment

- Primary alignment updates
 - Approaches to Learning B-36 months
 - Physical Health and Development B-36 months
 - Social/Emotional Development B-36 months

	CENTRAL DOMAINS					
	APPROACHES TO LEARNING	SOCIAL AND EMOTIONAL DEVELOPMENT	LANGUAGE AND LITERACY	COGNITION	PERCEPTUAL, MOTOR, AND PHYSICAL DEVELOPMENT	
▲ INFANT/ TODDLER DOMAINS	Approaches to Learning	Social and Emotional Development	Language and Communication	Cognition	Perceptual, Motor, and Physical Development	
PRESCHOOLER DOMAINS	Approaches to Learning	Social and Emotional Development	Language and Communication	Mathematics Development	Perceptual, Motor, and Physical	
			Literacy	Scientific Reasoning	Development Development	

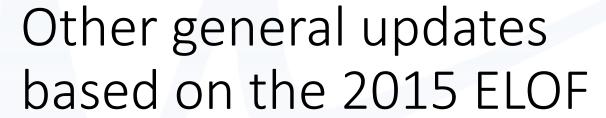


2. ELDG and ELOF Continued

- The following ELDG domains were not updated based on ELOF changes because these domains do not appear in the 2015 ELOF.
 - Social Studies
 - Logic and Reasoning
 - English Lang Dev
 - Creative Arts & Expression

	CENTRAL DOMAINS					
	APPROACHES TO LEARNING	SOCIAL AND EMOTIONAL DEVELOPMENT	LANGUAGE AND LITERACY	COGNITION	PERCEPTUAL, MOTOR, AND PHYSICAL DEVELOPMENT	
▲ INFANT/ TODDLER DOMAINS	Approaches to Learning	Social and Emotional Development	Language and Communication	Cognition	Perceptual, Motor, and Physical Development	
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			Literacy	Scientific Reasoning	Development Development	





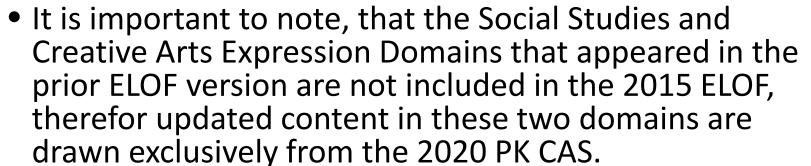


- Throughout the Birth 36 month indicators, when appropriate "demonstrate an understanding" and "with support from adults" phrases were added to better align with the ELOF as well as research that recognizes that young children may demonstrate an understanding at earlier ages with scaffolding from adults.
- When appropriate additional examples of child behaviors and suggested supports were added. The SGA recommended to only add examples and supports when gaps existed in content.



3. Updates Based on Colorado Academic Standards Updates

- The following domains were primarily updated in the 3-5 age group to better align with the 2020 CAS.
 - Literacy
 - Mathematics
 - Science
 - Social Studies
 - Creative Arts Expression









3. ELDGs and CAS Continued

- In keeping with the 2011 ELDGs, the K-3rd grade section continues to eliminate multiple layers by anchoring to the 2020 CAS.
- As with the 2011 version, this age group is presented as narrative descriptions connecting the 3-5 year age group to K-3rd and refers the reader to the 2020 CAS online.
- The English Language Domain content for PreK-3rd continues to draw from the <u>WIDA standards</u> and <u>TESOL</u> <u>PreK-12 English Language Proficiency Standards</u>.



4. Enhanced Content Focused on Transitions

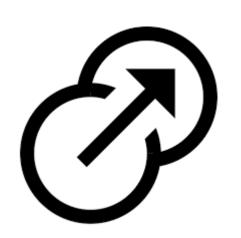
- Based on SGA and PQA input transitions included in the ELDGs
 - Hospital to home
 - Infant to toddler
 - Home to school
 - Coordination and transition Part C to Part B
 - Home/school to Kindergarten
- Daily transitions in the environment are not called out separately, however supports for these daily transitions are included throughout the ELDGs in the "suggested supports" sections.



Companion Parent Experience Materials Coming

4. Transitions Continued

- Based on SGA and PQA input other transitions included in ELDGs:
 - Transitions between adults and settings continuity of care
 - Stressed or atypical transitions (e.g., mid-year or multiple relocations: transient/homeless, migrant, foster care, expulsions, job change/relocation/child care eligibility, military).
 - Seasonal transitions (i.e., school breaks).
 - Transition processes when children are separated from parents (custodial, deportation, incarceration).





Request Today

 ECLC vote to endorse Colorado's Updated Early Learning & Development Guidelines



Contact

- Carrie Germeroth (Marzano Research Team Lead)
 - <u>Carrie.Germeroth@marzanoresearch.com</u>





Early Childhood Council Waiver Updates Kristina Heyl



Early Childhood Councils Waiver Requests



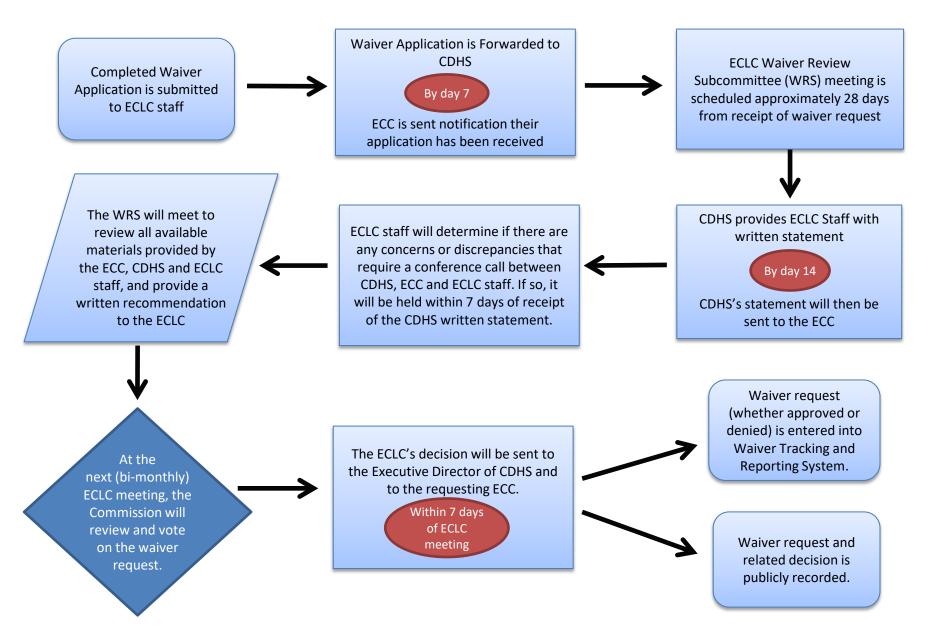
Early Childhood Councils Waiver Application Review Process

Per Colorado Revised Statute 26-6.5-104(1), Early Childhood Councils have the opportunity to submit a rule waiver request for a rule within CCR 2509 – Child Welfare, Child Care Facilities Rules, that creates a barrier to the Council implementing an early childhood project.

What this is NOT:

*Individual programs requesting a Rule Waiver

*Waiver of State Statutes



QUESTIONS?

Kristina Heyl 303-866-5223 kristina.heyl@state.co.us Amanda Pelletier 303-866-5733 amanda.pelletier@state.co.us

OR VISIT:

www.earlychildhoodcolorado.org/early-childhood-councils/



- 18-01 Early Childhood Council of Larimer County (Christina Taylor & Lauren Powers)
- 18-02 Denver County Early Childhood Council (Nicole Riehl, Kelly Bowes & Erin Gager)
- 19-02 Mesa County Partnership for Children and Families
 - o ACTION: Vote on Waiver Application

Larimer Provisional Early Childhood Teacher (P-ECT) Waiver

Overview

- 12 month grace period for obtaining ECT Qualifications
- Not for use in infant classrooms
- Observations and supervisory meetings with Director
- Eligible child care programs must be Colorado Shines 3+

The First Year...

- 28 eligible programs at Level 3-5, who are not school district sites
- 8 child care programs have signed agreements
- 4 active P-ECT's
 - Three (3) sites have used waiver = 11%
 - 1 recently terminated waiver because P-ECT moved to a new center (level 2)
 - 1 program was in process of submitting P-ECT application and the staff person quit



Evaluation

- Survey for directors and P-ECT
 - Frequency: 8 weeks, 6 months, and completion/12 months
 - Developed survey with feedback from Mathematica (Early Milestones grant)
 - Questions around use of forms and meetings

Evaluation Results

- Positive feedback on observation tool and PD plan
- 100% of directors and teachers found the forms and supervisory meetings helpful or very helpful
- 100% of directors and teachers thought the frequency of meetings and observations was just right

Barriers to Participation

- Level 2 programs unable to participate
- Survey for programs not using waiver
 - Cost of paying education and time to complete education was too high
 - Needed ECT in infant room
 - Chose EPPEC cohort program to get education
- Other lessons learned
 - Impact on Colorado Shines rating
 - Programs on probation



Moving Forward

- Continued evaluations
- Continued promotion and outreach in newsletters and with Directors Group
- Promote waiver for EPPEC Cohort students for completing hours

- 18-01 Early Childhood Council of Larimer County (Christina Taylor & Lauren Powers)
- 18-02 Denver County Early Childhood Council (Nicole Riehl, Kelly Bowes & Erin Gager)
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 - o ACTION: Vote on Waiver Application



DENVER'S EARLY CHILDHOOD COUNCIL

Waiver 18-02 Update ECLC Presentation 8.22.19



Waiver 18-02 Milestones

- Work experience in a high quality early learning program
- College coursework
- Coaching, mentoring and reflective supervision
- PD plan and ongoing career navigation
- Competency-based exit assessment



Highlights from the past 6 months

83%

of participants earned their ECT qualification and have secured permanent teaching positions in high quality programs.

70%

of participating programs reported improved classroom ratios.

50%

of participants
expressed interest in
continuing higher
education and were
connected to
advising resources.

PD Plan Milestone





 A critical support strategy for participant engagement and success in the program



2019-20 Model at a Glance CHILDHOO



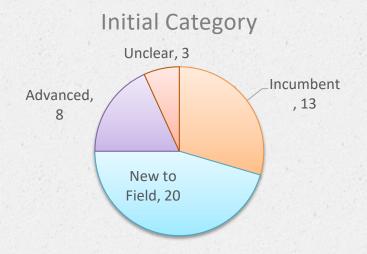


Recruitment Fall 2019





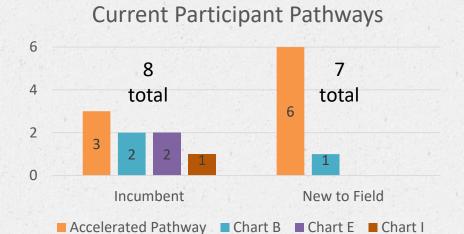




Participants* Fall 2019



Status	Number of Participants
Moving forward in the program	13-15
Deferred	2
No response after initial application	9
Dropped	8



Why are people dropping?



*8 advanced
applicants will receive
follow-up later
through our general
Career Navigation
services



Coming up...

- First community-based ECE101 class yesterday!
- Job matching for those who need it
- Start on-the-job supports (coaching, mentoring, reflective supervision)
- Connecting participants to partner resources and ongoing career navigation
- Rolling deadline means we will still see new applications rolling in and continue creating career pathway plans

Questions?

Kelly Bowes kellyb@denverearlychildhood.org

Erin Gager erin@denverearlychildhood.org

303.297.1800

Thank You

- 18-01 Early Childhood Council of Larimer County (Christina Taylor & Lauren Powers)
- 18-02 Denver County Early Childhood Council (Nicole Riehl, Kelly Bowes & Erin Gager)
- 19-02 Mesa County Partnership for Children and Families
 - o ACTION: Vote on Waiver Application



Co-Chair Final Thoughts and Adjourn





Next Meeting:
October 24, 2019
Health Care Policy & Financing
303 East 17th Ave; Denver, CO
11th Floor Conference Room



Thursday, August 22, 2019 9:30 am – 12:30 pm

Health Care Policy & Financing: 303 East 17th Avenue, Denver 11th Floor Conference Room

Please join my meeting from your computer, tablet or smartphone. https://global.gotomeeting.com/join/245315157

Join the Conference Call: 515-606-5125 Code: 690666#

Meeting Objectives:

- Approve Meeting Minutes from June 27, 2019 Meeting
- Understand how to utilize Child Care Immunization Database
- Hear Updates on Early Childhood Council Waivers
- Vote on the Mesa County Partnership for Children and Families Waiver Application
- Learn about the activities and projects of the ECLC Subcommittees
- Vote on Endorsement of the Early Learning & Development Guidelines Update
- Learn and Discuss the Implementation Strategies for Full Day Kindergarten
- Hear from the Early Childhood Community during Public Comment

9:30-9:40am Welcome & Business Meeting (Elsa Holguín)

- Welcome to New Members and Co-Chairs!
- ACTION: Approval of June 27, 2019 Meeting Minutes

9:40-10:00am Department Updates

- Colorado Department of Health Care Policy and Financing (Rachel Reiter)
- Colorado Department of Human Service, Office of Early Childhood Updates (Mary Anne Snyder)
 - o Preschool Development Grant Updates
 - o Senate Bill 19-063 Updates
- Colorado Department of Public Health and Environment (Carrie Cortiglio)
- Colorado Department of Higher Education (Angie Paccione)
- Colorado Department of Education (Melissa Colsman)

10:00-10:05am Early Childhood & School Readiness Legislative Commission (Kristina Heyl)

10:05-10:30am Update on Colorado Preschool Program (CPP), Early Childhood At-Risk Enhancement

(ECARE) Distribution and Full-Day Kindergarten Funding Implementation (Anji Gallanos

and Heidi McCaslin, CDE)

10:30-10:50am Overview of Immunization Requirements and Current Data (Diana Herrero & Heather

Roth, CDPHE)

10:50-11:00am Updates from the Governor's Office (Scott Groginsky)

Public Comment & Commissioner Updates (Elsa Holquín) 11:00-11:10am 11:10-11:20am Subcommittee Updates Program Quality and Alignment Subcommittee Data Subcommittee Communications Subcommittee 11:20-11:40am Review and Vote on Early Learning & Developmental Guidelines Update (Carrie Germeroth, Marzano Research) Early Childhood Council Waiver Updates (Kristina Heyl) 11:40-12:25pm 18-01 Early Childhood Council of Larimer County (Christina Taylor & Lauren Powers) • 18-02 Denver County Early Childhood Council (Nicole Riehl, Kelly Bowes & Erin Gager) • 19-02 Mesa County Partnership for Children and Families o ACTION: Vote on Waiver Application 12:25-12:30pm Co-Chairs' Final Thoughts and Adjourn (Elsa Holguín)

Note: Any presentation requested by the ECLC does not constitute or imply an endorsement of the product, process, service or organization by the ECLC.

ECLC Meetings:

The next ECLC Meeting will be held on October 24, 2019 at Health Care Policy & Financing at 303 East 17th Ave, Denver, 11th Floor Conference Room

For information about future meeting dates, times and locations, visit www.earlychildhoodcolorado.org.



Early Childhood Leadership Commission Minutes
Thursday, June 27, 2019
9:30 am - 12:30 pm
Health Care Policy and Financing
303 East 17th Ave, Denver, CO

Join the Conference Call: 515-606-5125 Code: 690666

Meeting Objectives:

- Approve Meeting Minutes from April 25, 2019 Meeting
- Understand Processes for Engagement with the Preschool Development Grant
- Discuss future work with Dr. Ajay Chaudry and Dr. Christine Weiland
- Listen to remarks from Michelle Barnes, CDHS
- Learn about current Early Childhood Efforts and Initiatives
- Hear from the Early Childhood Community during Public Comment

Attendees:

Anna Jo Haynes, Elsa Holguín, Melissa Colsman, Lydia Prado, Mary Anne Snyder, Susan Steele, George Welsh, Gerri Gomez Howard (phone), Jeff Kuhr (phone), Tom Massey, Kristina Heyl, Amanda Pelletier

Welcome and Business Meeting

Anna Jo Haynes called the meeting to order at 9:33am. She asked for the Commissioners to introduce themselves and to review the meeting objectives.

Approval of December 13, 2018 Meeting Minutes

Anna Jo Haynes called for a motion to approve the minutes from the April 25, 2019 meeting. Susan Steele moved to approve the minutes as distributed, Lydia Prado seconded the motion; the minutes were approved by unanimous voice vote.

Preschool Development Grant Updates

Lindsey introduced a new member of the PDG team, Angela Ben-Zekry; her role will be the Early Childhood Workforce Coordinator. Lindsey shared that all vendors are undergoing the contract process or have completed the contract process. She stated that the year 2-4 renewal grants will be two funding announcements: one for states that have completed and submitted their needs assessment and strategic plan, and one for states that have not. The Office will be submitting under the announcement for those who have not yet submitted a plan. Lindsey shared that they have flexibility in reallocating funds which includes encouraging states to begin spending on Activity 5 prior to submitting their assessments and strategic plans and evaluating opportunities to spend funds within activities that may be ready for implementation. Lindsey discussed the deliverable for the needs assessment, strategic plan and evaluation plan. She then shared the prosed scope of population and programs for the grant activities. She reminded the group to visit http://coloradoofficeofearlychildhood.force.com/oec/OEC_Partners?p=Partners&s=Colorado-Shines-Brighter&lang=en for updates, meetings, webinar recordings and to sign up for the newsletter.

Welcome Co-Authors of the book *Cradle to Kindergarten*

Anna Jo Haynes introduced Dr. Ajay Chaudry and Dr. Christina Weiland; co-authors of the book *Cradle to Kindergarten*.

Dr. Ajay Chaudry and Dr. Christina Weiland shared an overview of their book, their backgrounds and their policy plan for early childhood services and cost estimates in Colorado. Christina shared that *Cradle to Kindergarten* argues for a restructuring of early care and education in the United States to better support children's learning and behavioral development from birth to school entry, recognizing families' work, economic, and caregiving realities.

Dr. Ajay Chaudry discussed their plans for work in Colorado stating that the *Cradle to Kindergarten* team will be engaging with a range of stakeholders to develop a strategic set of priorities aimed at advancing the well-being of Colorado's children and families. These priorities will include diverse interventions and services, and offer recommendations on how to enhance existing systems and what additional interventions would further improve conditions for Colorado's children.

Lastly Ajay shared that the primary goal for the *Cradle to Kindergarten* team is to create an integrated Birth-to Five Plan document and cost estimate by March 2020. The plan will identify and cost out a series of potential policy options for child care and preschool services with specific cost estimates that can be shared with policy leaders and stakeholders to inform the 2020 legislative and budget process.

Remarks from Executive Director Michelle Barnes, Colorado Department of Human Services

Executive Director Michelle Barnes introduced herself to the Commission and shared her background. She discussed the importance of making sure children and families have the services they need to help them be prepared for school and to succeed in life. She stated that Governor Polis has made this a huge priority during his first few months in office and that there are some exciting things happening within CDHS and the Office of Early Childhood to help advance outcomes for children and their families. She discussed the passage of full-day kindergarten for the state, the emphasis on school readiness, updates on the Behavioral Health Committee and the Preschool Development Grant. She thanked the stakeholders and Commissioners shared her enthusiasm to be a partner in the work, and, noted that she will continue to learn and advocate for children and families in Colorado.

Public Comment & Commissioner Updates

There was no public comment at the meeting.

Early Childhood & School Readiness Legislative Commission (ECSRLC) - Kristina Heyl shared the ECSRLC is starting to meet again over the summer and fall. She reminded the Commissioners that the ECSRLC can run potential bills around school readiness and early childhood. She stated that their statue calls them to work with the ECLC to help inform and educate their Commission members. Kristina asked that if there is any projects, issues or activities that they Commissioners and stakeholders are interested in having presentation on for the ECSRLC to please email her them.

Colorado's Essentials for Childhood Initiative

Tomei Kuehl from the Colorado Department of Public Health and Environment presented on the Essentials for Early Childhood Initiative. She shared the Essentials for Early Childhood Initiative is a grant award to Colorado for the second iteration of the original grant by the CDC. Tomei shared the four components of the Essentials for Childhood Initiative that include leveraging cross sector partnerships and resources, enhancing existing state action plan to support implementation of comprehensive child abuse and neglect prevention, implementation of complementary child abuse and neglect prevention strategies and process and outcome evaluation. They are focusing on 5 counties (Denver, Mesa, Morgan, Montezuma, Kiowa/ Prowers) and identified three strategies: addressing food security and child care access working with local public health, working with Good Business Colorado and Colorado 9to5 to prioritize family friendly work policies and working with Family Resource Centers to work on help-seeking norms and collective prosperity norms. Tomei shared the importance of the partnerships they have developed including state partners, county, and state organizations. She shared that Colorado is fortunate to have already developed the Child Maltreatment Prevention Framework for Action and they are working to enhance and align with the Essentials grant. Lastly, Tomei shared that the CDC provided additional funding for the grant to focus on opioid overdose prevention; they have applied for the additional funding and will find out in August whether funded.

Overview of Illuminate Colorado

Jade Woodard shared an overview of Illuminate Colorado. She shared that Illuminate's mission is preventing

child maltreatment through education, advocacy and family support. She stated that the core of Illuminate's work is primary prevention but that they implement strategies across the entire spectrum of prevention and intervention. She then discussed Illuminate's areas of expertise including Strengthening Families Protective Factors, Child Sexual Abuse Prevention, Substance Exposed Newborns, Circle of Parents, Child Abuse & Neglect Expert Staffing and Impact on Children of Caregiver Substance Use. Jade discussed Illuminate's new initiative to increase access to child care for parents and caregivers seeking substance use disorder treatment or recovery support services. She shared that HB19-1193 outlined child care navigation and shared mobile model pilot projects and allocated \$500,000 in General Fund to the Office of Early Childhood. She stated that in addition, Illuminate secured funding from the Colorado Health Foundation to pilot a Shared Mobile Model.

Overview of Healthy Child Care Colorado

Taran Schneider shared an overview of Healthy Child Care Colorado. Taran discussed the history of Healthy Child Care Colorado, their mission and priorities and their impact in Colorado. She stated that Healthy Child Care Colorado started as Healthy Child Care America and was tasked with promoting and supporting an integrated child care system at the community level that included health care, child care and social support services. She shared that Healthy Child Care Colorado has recently been changed from being a program under Qualistar and they have been working on board and staff transitions, website re-development and establishing a board of directors. They have just started working on developing a strategic plan for the next few years. Taran shared Healthy Child Care Colorado's focus areas including obesity prevention, social and emotional well-being, oral health and injury prevention and noted the importance of collaboration in their work. She stated that they have a partnership with Children's Hospital and discussed the three main areas of their work as Child Care Health Consultation Hub, conducting Early Childhood Program Trainings and working on Advocacy & Systems Building.

Department Updates

Colorado Department of Public Health and Environment (CDPHE)

Lindsey Myers from the Colorado Department of Public Health and Environment shared updates on behalf of CDPHE. She shared that CDPHE has a new division director. She discussed HB19-1122 Colorado Department of Public Health and Environment Maternal Mortality Review Committee, HB19-1133 Colorado Child Abuse Response and Evaluation Network and SB19-188 FAMLI Family Medical Leave Insurance Program. Lindsey also shared that the Child Fatality Prevention report will be made public shortly; the report details causes of child death in the state and recommendations to prevent child fatalities.

Colorado Department of Education (CDE)

Melissa Colsman shared that she has been named co-chair of the Education Subcommittee as part of the 2020 Census efforts. She shared that if anyone is interested in being part of the Subcommittee to contact her

She also shared updates on SB 19-199 READ Act Implementation Measures stating that the bill makes several changes concerning implementation of the READ Act. Lastly, Melissa shared how the Department is focusing on the allocation of ECARE slots with the implementation of full day kindergarten funding.

Colorado Department of Health Care Policy and Financing (HCPF)

Tom Massey shared that HCPF is finalizing their legislative agenda, budget and strategic plan at the Governor's office. He stated that the Department has been working on implementing the bills passed from the last session. They are also working on cost trend and enrollment for Medicaid. He also announced that a project he has been working on with the Disability Community has been implemented with employing the disability community for customer call centers.

Colorado Department of Human Services (CDHS)

Jerene Petersen will be leaving her position at CDHS for a new opportunity that has not been announced yet. She will be leaving her position on the Commission, opening up the seat for a new CDHS representative.

Office of Early Childhood (OEC) Updates

Mary Anne Snyder shared that the Office is working on implementation of bills relevant to early childhood. She announced that Jordana Ash will be leaving her position of Early Childhood Mental Health Director. She will be starting work at the Hemera Foundation in Boulder as director of child and adolescent strategic initiatives. Jordana's new email is jordana@hemeraregnant.org.

Lindsey Dorneman shared updates on SB19-063 Infant and Family Child Care Home Strategic Action Plan. She shared that Amanda Pelletier and Kristen Lang have created a cross walk of the PDG data requirements and the bills and identified subject matter experts to fill in the gap. They have also been working with Ajay Chaudry's team to use their expertise is some of the requirements of the bill including the costing out of recommendations. They are also working on planning stakeholder engagement for the months of July and August.

Scott Groginsky introduced himself and discussed the National Governors Association Grant that the Governor's office was awarded. He stated that the Grant has three goals: 1) to support the requirements of SB19-063, 2) support the alignment and prioritization of strategies to develop a larger Prenatal to Age 3 Policy Agenda focusing on gaps in the system and 3) to begin to implement and disseminate recommendations from the Prenatal to Age 3 Policy Agenda.

Subcommittee Updates

Data Subcommittee: Susan Steele shared that Data Subcommittee continues to have a strong and committed group. Heather Matthews is close to having a final report with data on the indicators the Subcommittee selected on the ECLC 3 Areas of Opportunity and hopes to share the report in August. The Subcommittee continues to work on collecting data on the 3rd Areas of Opportunity. The group has been thinking about how to make sure Data is always a part of the conversation at the ECLC Meetings. The Subcommittee might begin to bring Data Hot Topics or particular Colorado data points to share information and talk about any actions or recommendation Commission could make for using data. Lastly, Susan noted that Charlotte Brantley will be staying on as co-chair for the Subcommittee during the on-boarding of the new Commissioners until another is identified to take her place as co-chair.

Communication Subcommittee: Tom Massey shared that the Communication Subcommittee met twice since the last ECLC Meeting. They have finalized the group's document on *Guidelines* for early childhood providers to more effectively communicate with parents and caregivers. The group is now working on planning next steps on how to share the *Guidelines* document. The Subcommittee is also looking at collaborating with other organizations to think about how to leverage the work others are doing and share out the resources the Subcommittee is developing.

Program Quality and Alignment Subcommittee: Melissa Colsman shared that the Program Quality and Alignment Subcommittee continues to meet monthly to advise the Preschool Development Grant (PDG). She shared that during the June meeting, the major PDG vendors shared their plans and timelines for stakeholder engagement. She stated that the webinar was recorded and encourage everyone to review it to learn about the PDG plan. She stated that the webinar can be located on ECLC and Office of Early Childhood websites.

Appreciation of Departing ECLC Members

Elsa Holguín announced that it was Anna Jo Haynes's last meeting as a Commissioner; her term ends in June 2019. Elsa thanked Anna Jo for her dedication and leadership to the Commission and presented her with a gift from the Commission.

Co-Chairs' Final Thoughts and Adjourn

Anna Jo Haynes thanked all for their work and for being at the meeting. The meeting was adjourned at 12:24 pm.

Note: Any presentation requested by the ECLC does not constitute or imply an endorsement of the product, process, service, or organization by the ECLC.

For information about future meeting dates, times and locations, visitwww.earlychildhoodcolorado.org.



Transforming the Early Childhood Workforce in Colorado

Denver's Early Childhood Workforce Initiative

Career Support Program | Year ONE



Shaping Strong Futures Together

Child care and early learning experiences are critically important to the economy and school readiness of children.



The Goal

Address the child care workforce crisis by creating an accelerated pathway for individuals to earn their Early Childhood Teacher professional credential.



The 4 Levers of Change

Denver's Early Childhood Workforce Initiative aligned with 4 identified levers of change

Recruitment

32

applications were received with the goal of recruiting 25 participants.



Successes

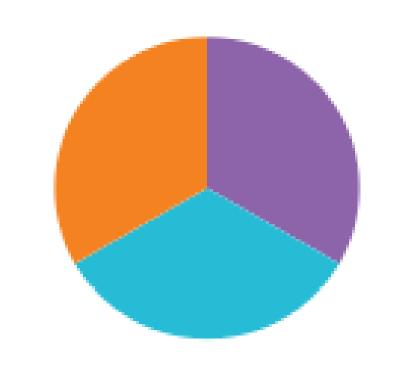
15

applicants enrolled in ECE courses.

Diversity that reflects Denver's



Language diversity



33% English only

low unemployment competition with

Tight job market

entry level wages in other industries

Challenges



Lessons Learned

Flexible approach

A supportive program was created for those new to early childhood, but it was discovered there were individuals already working in the field who needed guidance and resources to obtain their Early Childhood Teacher (ECT) qualifications.

kids and families



African American

33% Prefer Spanish, some English

33% Speak Spanish, prefer English

Latinx

14%

White

Education & Career Pathways



Successes

Licensing waiver obtained

Waiver 18-02 opened up the Accelerated Pathway pilot program as a new ECT qualification pathway.

College course completions

12/14

completed ECE 101 grade 'C' or better.

12/12

completed ECE 103 grade 'C' or better.

of participants expressed interest in continuing higher education and were connected to advising resources.

Challenges

Complex personal barriers

Some participants experienced personal challenges with transportation and unfamiliarity with the higher ed system.



Lessons Learned

Community-based learning

- Elimination of financial and logistical barriers allowed for better access, completion & success via a community-based cohort higher ed model.
- On-site coaching and mentoring supported skill development.



Classroom ratios improved

70%

of participating programs reported improved classroom ratios.

Continued placements

of participants earned their ECT qualification and have secured permanent teaching positions in high quality programs.

Challenges

Shortage of administrator time

Directors are often pulled in many directions with little time to support new classroom staff.



Lessons Learned

Program involvement

 Programs with more investment in selecting their candidates through a traditional job interviewing scenario had the most success.

Compensation



Wage increases

83% of participants are on track to receive higher wages than when they began the program.

Stipend secured

Through the Workforce Innovation Opportunity Act (WIOA) and Early Milestones, wage subsidies were secured to help stimulate growth.



Challenges

Attracting new teachers

 Child care wages rarely reflect a livable wage as Denver's economy thrives and the cost of living continues to increase.



Lessons Learned

Informed advocacy

The concurrent launch of the Metro Denver Early Childhood Sector Partnership has brought industry voices together to address public awareness and policy change.



Stories of Impact

One first-year participant working in the food service industry made a commitment to the program after her young daughter said she wanted to grow up and make pizzas for a living just like her mom. The participant's career path is now aligned with the goal of attaining a profession that she feels her daughter can look up to and aspire to.

Another participant simultaneously completed the college courses within the program while navigating the immigration system to obtain a valid work permit. As he met obstacles along the way, he took initiative to seek out additional resources such as legal support, never losing sight of his end goal of becoming an early childhood educator.



以知 Key Partners & Contributors

- Mi Casa Resource Center
- Focus Points Family Resource Center
- Community College of Denver & MSU Denver
- Denver Office of Economic Development & Opportunity
- Denver Preschool Program
- Early Milestones Colorado & Mathmatica Policy Research
- Gary Community Investments
- Buell Foundation
- Mile High United Way
- Colorado Department of Education
- Colorado Department of Human Services Office of Early Childhood



Lessons Learned

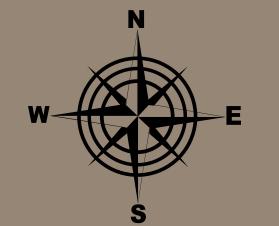
Job retention and successes are improved when wraparound services are well-coordinated between programs.



What's Next?

Informed adaptation to fit an emerging understanding of our community's needs

Building on our successes for Year TWO:



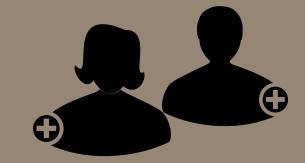
Continue career navigation



Expand eligibility via adaptive learning model



Continue waiver and use project data for systems improvement



Add new partners to assist with access to refugee communities



Leverage \$10K Colorado Scholarship Opportunity Initiative (COSI) to secure sustainable funding



Strengthen key partnerships for wraparound supports



Senate Bill 19-063 Infant and Family Child Care Strategic Action Plan

Overview of Legislation

- **Title:** A Bill for an Act Concerning a Strategic Action Plan to Address Infant and Family Child Care Home Shortages in Colorado:
 - http://leq.colorado.gov/sites/default/files/documents/2019A/bills/2019a 063 enr.pdf
- **Need:** Since 2010, Colorado has seen a decline of 1582 family child care homes (FCCH) and a resultant decline in more than 7300 licensed infant slots. Many Coloradoans prefer the smaller environment of a family child care home for infant care and many rural communities rely on family child care homes as a care option where centers may not exist.
- **Charge:** This bill requires the Department of Human Services, in consultation with the Early Childhood Leadership Commission (ECLC) and various stakeholders, to study the reasons for, and draft a Strategic Action Plan addressing, the declining availability of family child care homes <u>and</u> infant child care. That Strategic Action Plan is to be submitted to the legislature by December 1, 2019.

Process for Identifying Recommendations in SB19-063 Strategic Action Plan:

- Study the decline of family child care homes and available infant child care in the state and identify reasons for theses shortages
 - o Informed by Preschool Development Grant vendors; additional data collection; and stakeholder input
 - Issues to be studied:
 - Lack of available infant and family child care and impact on families
 - Obstacles to getting and keeping a family child care home license
 - o Reasons why providers stop operating family child care homes
 - Reasons why licensed providers do not provide infant care
 - Zoning, building, tax, and other regulatory structures affecting family child care and infant care
 - Extent to which programs and investments ensure available, quality family child care and infant care
 - Resources available and needed to help family child care homes become licensed and stay in business
- Create Strategic Action Plan for improving the recruitment and retention of family child care homes and available infant child care
 - Stakeholder engagement process for possible recommendations to include in the Strategic Action Plan
 - o Recommendations narrowed down by internal review, then stakeholder input and support survey
 - Recommendations finalized by small stakeholder group
 - Including representatives from: urban and rural family child care homes; centers; advocacy organizations; parents; Governor's Office; municipalities; small business; Office of Early Childhood; Early Childhood Leadership Commission
- Identify anticipated costs associated with implementing the recommendations in the Strategic Action Plan

Stakeholders to be Consulted:

- Family child care homes & organizations representing them
- Child care centers & organizations representing them
- Early childhood educators & organizations representing them
- County departments of human or social services
- Counties and municipalities
- Building, planning and zoning professionals and organizations representing them
- Early Childhood Councils and organizations representing them
- Business and economic development organizations
- State or local early childhood advocacy and policy organizations with expertise on strategies to increase available and affordable family child care home and infant care
- Parents of infants & organizations representing them
- Any other interested persons or organizations

<u>Timeline:</u>

Month	Activity
July	 Finalize plan for implementation of bill and data collection Start stakeholder outreach Begin data collection
August	 Stakeholder outreach Contract with Strategic Action Plan vendor
September	 Complete stakeholder outreach Compile data and stakeholder recommendations
October	 Develop long list of recommendations Collect stakeholder feedback on long list by survey Convene small group of stakeholders to determine final recommendations
November	 Complete Strategic Action Plan Complete costing out of recommendations
December	Submit Strategic Action Plan to legislature

^{**}Questions on the process? Please email Kristen Lang at the Office of Early Childhood: kristen.lang@state.co.us**

Early Childhood Council Waiver Request

Application

ECE Council Name: Mesa County Partnership for Children and Families	Date: 7-15-2019
Primary Contact: Corina Otero, Council Coordinator	Phone: (970) 244-0618
Mailing Address: 1129 Colorado Ave, Grand Junction, CO 81501	Email: corinao@htop.org

1. Please cite the rule or regulation (Including rule/regulation number, and specific language of the rule/regulation creating the barrier) for Waiver Request:

Currently, there is a severe shortage of qualified applicants for vacant Early Childhood Teacher (ECT) positions in Mesa County, with centers operating under 75% of capacity. In order to address this current workforce crisis, the Child Care 8,000 (CC8K) initiative conducted a community wide planning process to develop long term goals and strategies to close the ECT gaps. We are requesting Mesa County Child Care Centers and Preschools with a Colorado Shines Level of 3 or higher, who are in good standing with Child Care Licensing, be allowed to hire people into the ECT position who are not yet fully qualified, with a grace period of up to 12 months for the ECT to complete all qualifications. As of May 2019, there are 20 programs meeting this criteria.

The grace period would apply to the italicized sections of the regulations written below:

CODE OF COLORADO REGULATIONS 12 CCR 2509-8 Social Services Rules 49

7.702.44 A.1

Qualifications for Other Staff Members

- A. Early Childhood Teacher
- 1. An early childhood teacher, assigned responsibility for a single group of children and working under the supervision of a director, must be at least eighteen (18) years of age and must meet at least one of the following qualifications:
- a. A Bachelor's degree from a regionally accredited college or university with a major area of study in one of the following areas:
 - 1) Early childhood education;
 - 2) Elementary education;
 - 3) Special education;
 - 4) Family and child development; or,

- 5) Child psychology.
- b. A Bachelor's degree from a regionally accredited college or university with a major area of study in any area other than those listed at Section 7.702.54, A, 1, A and additional two (2) three-semester hour early childhood education college courses with one course being either introduction to early childhood education or guidance strategies;
- c. Current early childhood professional Credential Level III Version 2.0 as determined by the Colorado Department of Education;
- d. A 2-year college degree, sixty (60) semester hours, in early childhood education from a regionally accredited college or university, which must include at least two (2) three-semester hour courses, one of which must be either introduction to early childhood education or guidance strategies; and at least six (6) months (910 hours) of satisfactory experience;
- e. Completion of twelve (12) semester hours from a regionally accredited college or university, at either a two year, four year or graduate level, in each of the following subject or content areas in early childhood education and one of the three (3) semester hour courses must be either introduction to early childhood education or guidance strategies, plus nine (9) months (1,395 hours) of verified experience in the care and supervision of four (4) or more children less than six (6) years of age who are not related to the individual;
- f. Completion of a vocational or occupational education sequence in child growth and development plus twelve (12) months (1,820 hours) of verified experience in the care and supervision of four (4) or more children less than six (6) years of age who are not related to the individual;
- g. Current certification as a Child Development Associate (CDA) or other Department-approved credential;
- h. Completion of a course of training approved by the Department that includes training and work experience with children in a child growth and development program plus twelve (12) months (1,820 hours) of verified experience in the care and supervision of four (4) or more children less than six (6) years of age who are not related to the individual; or,
- i. Twenty-four (24) months (3,640 hours) of verified experience in the care and supervision of four (4) or more children less than six (6) years of age who are not related to the individual. Satisfactory experience includes being a licensee of a Colorado family child care home; a teacher's aide or teacher in a child care center, preschool, or elementary school, plus either:
 - 1) A current Colorado Level I credential: or.
- 2) Two (2) three-semester hour early childhood education college courses from a regionally accredited college or university, at either a two year, four year or graduate level, in each of the following subject or content areas with one course being either introduction to early childhood education or guidance strategies.
- 2. All college course grades toward early childhood teacher qualifications must be "C" or better.
- 2. Please list any statute or legislation associated with the rule/regulation cited above: (Please note: state statutes cannot be waived.)

Title 26. Human Services Code, Article 1. Child Care Centers, Part 1. Child Care Licensing C.R.S. 26-6-106: Standards for facilities and agencies - rules

(2) Standards prescribed by such rules are restricted to:

- (b) The character, suitability, and qualification of the applicant for a license and of other persons directly responsible for the care and welfare of children served, including whether an affiliate of the licensee has ever been the subject of a negative licensing action:
- (d) The number of individuals or staff required to insure adequate supervision and care of children served

3. Reason for Request (IN DETAIL - Describe the barrier this Waiver addresses in implementing an early childhood project)

We do not have an adequate pipeline of qualified Early Childhood Lead Teacher applicants to fill open positions in licensed child care centers and preschool programs. Currently, more than 25% of our ECE slots go unfilled each day due to the teacher shortage in Mesa County. Focus groups, surveys, and community discussions show that parents are using less than desirable or unlicensed care simply to be able to go to work; business leaders have unfilled positions due to lack of child care; and CDA students don't enroll or complete the certification due to class hours and potential pay after completion.

According to recent local data:

- There are little to no child care openings for infants 0-18 months
- Facilities are operating at about 75% capacity due to lack of qualified staff
- The annual decreases of child care workers is at 6%
- Licensed family child care homes have decreased by 60% due to a retiring workforce

Our local Mesa County data aligns with the findings in Colorado's Early Childhood Workforce Survey 2017: Findings from Southwest Colorado, in which 73% of Directors report significant difficulty in filling teaching positions, taking an average of 2.3 months to fill an opening. In result of this deficit, 56% of directors indicate that they are forced to hire unqualified staff to keep rooms open.

4. Please explain how waiving this rule/regulation is the only available method to implement the early childhood project:

In spite of the local and collaborative strategies we have developed as well as multiple CDA cohorts, Mesa County is struggling to address our immediate child care workforce crisis. The need for additional training, recruitment, and retention of ECT qualified staff continues to emerge as a top concern in our work with providers, parents, and our Early Childhood Council. ECT vacancies result in centers having to close classrooms which impacts their bottom line, having to hire unqualified staff which impacts safety and quality, or having to close their sites altogether.

The grace period for high quality centers to fill the vacant positions with candidates who are in the process of completing the qualifications will allow directors to select the best candidates while ensuring the new ECT receives the support needed to thrive, under strict supervision to

ensure children's safety and well being.

The long term workforce strategies underway are an important component of the Child Care 8,000 (CC8K) initiative which aims at expanding child care in Mesa County. We are working toward a career pipeline of qualified candidates by funding CDA classes, planning to develop a substitute pool, and working on expanding the WIOA program to more child care centers. Partners in these efforts include: Mesa County Public Health, Mesa County Workforce Center, Early Learning Ventures, Western Colorado Community College, Colorado Mesa University, and the Early Childhood Council/Mesa County Partnership for Children and Families (PCF).

5. How will Waiver Approval positively impact children, families, and/or your community?

The waiver will positively impact children, families, and the Mesa County community in general in the following ways:

- Adequate staffing will create more child care options for families allowing them select a child care that meets their individual needs, and removing child care as a barrier to employment.
- Adequate staffing will help with child care business expansion which will impact their profit potentially resulting in higher wages for ECT.
- Ample child care options in a community benefit all industries through workforce recruitment and retention.
- Adequate staff helps with child care quality, ensures the safety of our children, and improves individualized care.
- Center directors and current staff will benefit from increased support within the center, easing exhaustion and depression rates.

This waiver will help address some of the needs expressed in *The Colorado Early Childhood Workforce Survey 2017: Findings from Southwest Colorado, and the CC8K Business Plan* as gaps in staff are creating barriers in service, increased rates of providers qualifying for public subsidies, increased rates of depression among teachers that are twice as high as the general population, emotionally and physically duress, as well as a result in unprofitable centers.

6. Please describe stakeholder outreach. Who are all the affected parties of this Waiver Request? (You may attach letters from affected parties)

All licensed child care centers and preschools are impacted by the lack of qualified ECT workforce in Mesa County. This waiver is limited to Mesa County sites which are in good standing with Child Care Licensing and have a Colorado Shines rating of 3, 4 or 5. As of May 2019, there are 20 sites including 12 school district sites that meet this criteria. As well as 11 sites that are in the rating queue waiting to be Colorado Shines Rated.

The Mesa County Partnership for Children and Families (Early Childhood Council) completed a six month strategic planning process in May of 2019 and listed ECE workforce as a

significant concern and a focus for CC8K. Mesa County Public Health released a CC8K business plan in April of 2019 which identified two workforce priorities based on feedback from focus groups, key informant interviews, and literature research. The priorities are:

- Expand staff development and training in order to address staffing challenges, support expansion of ECE for children while improving classroom quality.
- Create a Substitute or Temp-to-Hire Pool to support ECE providers with coverage, promote staff retention and training time, and ensure that children can be served.

This waiver is supported by the early childhood industry and the business community in general as shown by the attached letters of support from Mesa County School District 51, Mesa County Department of Human Services, Landmark Christian Preschool, and Little May's Center.

7. Do you have any evidence to demonstrate that compliance with the specific rule creates a substantial undue burden? (If so, please attach)

The results of the Workforce Surveys provide compelling evidence that filling vacant lead teacher positions with fully qualified candidates in a timely manner is not possible given the lack of qualified candidates. In attempting to be in compliance within the regulation 7.7.02.44 A.1, these programs result in understaffed classrooms, burden on directors, reducing access to child care for families, more transitions for families, and in directors settling to hire unqualified staff. The evidence describing this issue is detailed in question 3.

8. If this rule/regulation is waived, how will you meet its intended purpose? (Ex: diversity of stakeholders, health and safety of children in care, etc.)

With child safety and well-being as the primary consideration, we have carefully considered the safeguards that need to be in place, reviewed other waivers, and propose the following.

- 1. The program will have a current Colorado Shines Level 3, 4 or 5 rating and be in good standing with Colorado Child Care Licensing.
- 2. The program must require the participant to submit the Provisional Early Childhood Teacher (P-ECT) application for notification purposes to the Office of Early Childhood (included within the Mesa County Sample Materials for P-ECT).
- 3. The program will sign a program agreement which commits to the below provisions to ensure children's safety and well-being. PCF will send this agreement to the Office of Early Childhood (OES) at the Colorado Department of Human Services for review. OEC may consider any adverse actions when reviewing the application and providing feedback to PCF.
 - a. A program shall have no more than 20% of the staff members employed as Provisional Early Childhood Teacher (P-ECT) P-ECTs at any one time.
 - b. The P-ECT must have completed all pre-service and annual mandatory training.
 - c. The P-ECT must meet one of the following minimum qualifications upon hiring: Assistant ECT, Level 1 Credential, or a Bachelor's degree in an unrelated field.

- d. The program, in collaboration with the P-ECT, shall create a professional development plan with detailed, attainable steps that show the path to becoming fully certified within the 18-month waiver period. The plan will be signed by both the director/assistant director and the P-ECT before submission and must be kept at the center where licensing may review. Monthly progress on the plan must be documented and included with the file. A template for this plan is attached.
- e. The program will email the Provisional ECT Application to PCF and to CDHS upon employment of a P-ECT.
- f. CDHS will issue a P-ECT letter and email to the P-ECT, the program and PCF within 3 working days. This is for acknowledgement of receipt not a formal approval.
- g. If the P-ECT is working with toddlers, the P-ECT must have or complete next available EQIT Course (or ECE 111).
- h. For the first eight weeks, the P-ECT shall have another staff person (minimum of Assistant Teacher qualified) present during all times that would otherwise require a fully qualified ECT.
- i. For the first eight weeks, the P-ECT will be observed for a minimum of 30 minutes per week by the director/assistant director. These observations must occur at varying times of the day, and at least one must be uninterrupted.
- j. For the first eight weeks, the P-ECT will meet with his/her supervisor for a minimum of 30 minutes per week to reflect, debrief, and receive support. After eight weeks, these meetings must occur no less frequently than once per month.
- k. All observations and supervisory meetings shall be documented on the attached form and this documentation shall be available for licensing to review and a copy given to the P-ECT.
- 1. The P-ECT must complete all requirements to be fully qualified under 7.7.02.44 A1 within 12 months of being hired into the position.

A packet of materials has been developed which will be provided to any program wishing to take advantage of this waiver and includes:

- P-ECT application
- A document tracking form for each step
- A professional development plan
- A checklist to track dates/times of observation and supervisory meetings
- An observation form to be used with the P-ECT

These forms were developed based on other successful waiver requests.

9. On what date would you like the Waiver to START? Immediately

10. On what date would you like the Waiver to END?

We request a minimum of three years from approval date to evaluate the impact.

11. Is there a fiscal impact to implementing this Waiver? (Please describe any anticipated financial impact)

There is no State fiscal impact. The fiscal impact is to providers who support this request to allow CDA trainees to earn wages while gaining in clock hours. The Department of Labor requires the employer to cover the cost of training and college classes and pay the employee's time to attend trainings and or classes. The child care centers engaged in this dialogue are willing to absorb the cost of wages to gain a qualified lead teacher.

12. How will you evaluate the effectiveness of this rule/regulation waiver if approved?

An increased number of qualified ECTs and reduction of child care program staff vacancies would validate the effectiveness of this waiver if approved. As part of the agreement to participate in this waiver, programs must agree to share data with PCF and CC8K to support an evaluation of the waiver's effectiveness including:

- # of participants and demographics
- Monthly center capacity
- Retention and turnover rates
- # successfully completing ECT qualifications within waiver period, and licensing option pursed
 - o If not completed, reason why

PCF will collect data from the employer and employee on the success of this waiver in regards to length of time until hiring, impact on staff vacancy, impact of child slots, and feedback on the waiver process/form. This information is valuable in tracking the development of a successful career pipeline for future early childhood professionals.

13. Additional Comments: This opportunity is unique in that Mesa County Public Health holds the licensing contact in house and is in support of these efforts.

Submit completed application to ECLC staff. For more information: http://www.carlychildhoodcolorado.org/carly-childhood-councils

SIGNED:

ECC Coordinator Name

ECC Coordinator Signature

Alony Cardway W
ECC Membership Chair Name

ECC Membership Chair Signature

Early Childhood Council Waiver Request

Colorado Department of Human Services Written Statement

	Waiver #: 19-02
Teresa Ribble; Licensing CDHS Contact Supervisor (Name and Position):	(303) 866-4191 Phone:
Email: teresa.ribble@state.co.us	Date: 7/25/19

•	Confirm Rule and Citation: Is the rule on the Application eligible for Waiver
	Review? (ie. the rule is listed in CCR 2509 and not noted in state statute)

YES: ■ NO: □

Is the correct citation used on the Waiver Application?

YES: ■ NO: □

If citation is incorrect, please cite the correct one here:

Implications of Waiver Approval on the health and safety of children (Does approval
of this waiver request have anticipated implications on the health & safety of
children?):

CDHS believes this waiver could have some negative implications on children's cognitive and social development during this critical growth period. When an adult with little or no experience or education in early childhood who has minimal supervision and oversight; it becomes a risk for children's social-emotional and academic development. Staff members need to use their knowledge of child development and guidance strategies in order to work appropriately with the children in their care. Additionally, children need to have continuity of care, particularly vulnerable children and families, as it is essential to create positive long-term outcomes for future academic and social success.

• The Department has reviewed this Waiver Request for Health & Safety concerns and has the following comments:

Please see the attached page for the Department's recommendations and comments. The Department requests the recommended requirements be added to the original waiver to address health and safety concerns.

SIGNED:

State Agency Representative Name

State Agency Representative Signature

These comments and/or recommendations are in addition to the Mesa County Partnership for children and Families waiver documentation submitted to the Department for approval

- 1. In response to Question #6, the Department would like further details regarding the statement there were 12 school district sites meeting the Colorado Shines Level 3-5 and are in good standing with the Division of Early of Early Care and Learning. Is this waiver going to be proposed to these 12 school district sites?
- 2. In response to Question #6, the Department would recommend adding that the programs that participate in this waiver, not only meet the Level 3-5 Colorado Shines rating, be in good standing with the Department, and not have had any adverse actions taken within the last 12 months.
- 3. In response to Question #8 Point 2, the Department recommends the P-ECT applicant will submit an application to the Department with verifiable documentation of current qualifications to obtain a P-ECT letter prior to working with children. The letter will expire one year after the date of the application approval. The P-ECT letter will have a revocation clause and may be revoked if substantial evidence has been found that the director is responsible for one or more of the following at any child care facility, including, but not limited to:
 - a. Committing fraud;
 - b. Responsible for egregious or repetitive grounds for negative licensing actions;
 - c. Providing false information;
 - d. Providing false transcripts for self or staff; or,
 - e. Providing false letters of experience for self or staff
- 4. In response to Question #8 Point 3a, the Department has health and safety concerns stating "a program shall have no more than 20% of the staff members employed as a Provisional ECT at any one time". The Department recommends the total number of P-ECTs to be capped at 2 in a program at any one time.
- 5. In response to Question #8 Point 3i, the Department recommends adding a plan for continued observations by the Director/Assistant Director after the first 8 weeks to occur no less than once per month during the 12 month P-ECT time period.

- 6. In response to Question #10, the Department recommends the waiver approval for 18 months to evaluate the impact.
- 7. In response to Question 12, the Department asks that any shared data to with PCF and CC&K be shared with OEC. The participating facilities will communicate any reports, requests, forms, and general waiver information to our Appeals and Waivers email address cdb.childcare_appeals@state.co.us
- 8. The Department recommends PCF to have a tracking system of those P-ECT's participants who are still employed after the 12 month period.



Early Childhood Council Waiver Request Recommendation from ECLC Waiver Review Subcommittee

Early Childhood Council Name: Mesa County Partnership for Children and Families	Waiver #: 19-02	
CDHS Staff: Teresa Ribble and Carin Rosa	Date: 08/07/19	
Recommendation to ECLC: Approve the waiver request		

1. Summarize Waiver discussion:

The waiver #19-02 was requested for approval to create a Provisional- Early Childhood Teacher (P-ECT) qualification. This waiver was requested in order to address the current workforce crisis and allow educators to reach the full ECT qualification more quickly. The Mesa County Partnership for Children and Families is asking for Child Care Centers and Preschools which meet specific conditions to be allowed to hire people into an Early Childhood Teacher (ECT) position who have certain education or experiences but have not yet met all of the ECT qualifications and allows them a period of up to 12 months to complete all ECT requirements. During this time, the center would provide additional supports, such as enhanced coaching, reflective supervision and classroom observations.

The Waiver Review Subcommittee met on August 7, 2019 at 1:00pm. Representatives from Mesa County Partnership for Children and Families, Mesa County Public Health Department and Colorado Department of Human Services (CDHS) were present. The Subcommittee discussed several clarifications around the waiver application.

2. Recommendation from ECLC Waiver Review Subcommittee:

ECLC Waiver Review Subcommittee recommends approval of the waiver request for 18 months, with the following modifications:

- That the programs that participate in this waiver, not only meet the Level 3-5 Colorado Shines rating, be in good standing with the Department, and not have had any adverse actions taken within the last 12 months.
- The P-ECT applicant will submit an application to the Department with verifiable documentation of current qualifications to obtain a P-ECT letter prior to working with children. The letter will expire one year after the date of the application approval. The P-ECT letter will have a revocation clause.
- The total number of P-ECTs to be capped at 2 in a program at any one time.
- A plan for continued observations by the Director/Assistant Director after the first 8 weeks to occur no less than once per month during the 12 month P-ECT time period.
- Any data collected by Mesa County Partnership for Children and Families or Mesa County Public Health is shared with the Office of Early Childhood in addition to the ECLC.
- The Council will also work to collect data on placement of the participants after the 12 month period to document retention in the field.
- Mesa County Partnership for Children and Families noted that many of their high



quality settings are part of the school district; the ECLC will explore how this waiver (if approved) pertains to programs within school districts and will provide further guidance. At this time, the waiver only applies to community based child care settings licensed by CDHS.

Mesa County Partnership for Children and Families shall provide a status update to the ECLC of the Provisional-Early Childhood Teacher Program after 6 months and 12 months. After the 18 months approval period, the Mesa County Partnership for Children and Families should provide an additional update on the waiver and the ECLC can determine whether it should be extended.

Date of ECLC Meeting:	
ECLC Waiver Decision and Conditions:	

TO BE COMPLETED AT NEXT FULL ECLC MEETING